



SIAS

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

1996 Visible Minority Graduate Employment Statistics Report

Prepared by:

SIAS Research and Development

© SIAS
December 1997
#97-16



1996

VISIBLE MINORITY GRADUATE

EMPLOYMENT STATISTICS

REPORT



SIAS

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

© Saskatchewan Institute of Applied Science and Technology

December 1997

#97-16

**REPRODUCTION OF THIS REPORT OR PARTS THEREOF IS PERMITTED
PROVIDED THE PROPER ACKNOWLEDGEMENTS ARE MADE.**

TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
INTRODUCTION	3
ENROLMENT - RESPONSE	4
PROGRAM INFORMATION.....	6
EMPLOYMENT INFORMATION.....	9
NOT EMPLOYED.....	15
EDUCATION	18
DEMOGRAPHICS.....	19
CONCLUSION	21
APPENDIX A - REFERENCES.....	22
APPENDIX B - SURVEY QUESTIONNAIRE.....	23



EXECUTIVE SUMMARY

The major findings of the 1996 Visible Minority Graduate Employment Survey are as follows:

- Of 1,634 graduates, 67 indicated they were members of a **Visible Minority** for a **response rate of 4%**.
- Just under **54%** of respondents indicated **Employment in this field** as the reason for completing the program.
- Almost **90%** indicated the **program had met their expectations**.
- Of the graduates responding, almost **63%** **rated the quality of training as either Very Good or Excellent**.
- **Eighty-five percent** indicated they were **working** (Employment Rate) at the time of the survey. (83% for Non-Visible Minority graduates responding)
- Of the labour force (employed and unemployed), **92%** were employed (**Labour Force Employment Rate**). (91% of the Non-Visible Minority labour force)
- The **Unemployment Rate** (unemployed/labour force) was **8%**. (9% for Non-Visible Minority graduates)
- Of the employed graduates, **82%** indicated **full time employment**. (79% for Non-Visible Minority graduates)
- **Mean monthly salary** in a full time training related job for Visible Minority graduates was **\$1,574**. (\$1,755 for Non-Visible Minority graduates)
- **Eighteen percent** indicated they were **self employed**. (9% for Non-Visible Minority graduates responding)
- **Seventy-four percent** were in a **training related occupation**. (79% for Non-Visible Minority respondents)
- Of the non-working respondents, **70%** indicated they **had worked at some time** since graduation. (62% of Non-Visible Minority)
- Gender breakdown of Visible Minority graduates responding was **51% Male, 49% Female**.
- **Average age** was **28.5 years**. (25.7 for Non-Visible Minority respondents)
- **Six percent** indicated they were members of a **Disabled**.



INTRODUCTION

The objective of this report is to provide information on Visible Minority graduates who have completed a certificate or diploma program at the Saskatchewan Institute of Applied Science and Technology. Comparison with Non-Visible Minority graduates is also included.

The survey questionnaire included a definition of Visible Minority. The definition of Visible Minority is any group of persons, with the exception of aboriginal people, that is visibly distinguishable from the majority of Canadians on the basis of race, religion, skin colour, national or ethnic origin.

The 1996 Graduate Employment Survey, on which the Visible Minority Graduate Employment Statistics Report is based, collected data on 1995-96 graduates from all Saskatchewan Institute of Applied Science and Technology (SIASST) campuses: Kelsey in Saskatoon; Palliser in Moose Jaw; Wascana in Regina; and Woodland in Prince Albert and Meadow Lake.

The programs surveyed for the 1996 Graduate Employment Survey included certificate and diploma programs offered on campus and off campus. Programs not included in the survey were Apprenticeship, Saskatchewan Skills Development, upgrading, employer based or other special programs. Also, new programs that had not yet produced graduates were not included. Most graduates completed their programs in the spring and were surveyed six months later in November. For this report only, data from the on campus programs were used. This was done to allow consistent comparison with previous years.

Registrars at the four SIASST campuses supplied the lists of graduates with telephone numbers and mailing addresses. SIASST Research and Development contacted program heads for confirmation and update of the contact information. Calibre Consultants Inc. of Saskatoon and Tanka Research of Regina were contracted to contact each graduate and utilising CATI technology (Computer Assisted Telephone Interview) ask them to answer questions. Once the survey was performed, the database was forwarded to SIASST Research and Development where an additional follow-up by mail was conducted to maximise the response rate. The data was then cleaned and sorted into Visible Minority and Non-Visible Minority responses. From this the results were tabulated and analysed to obtain the information for this report.

The Graduate Employment Survey did not use random sample methodology. All graduates, as defined above, were surveyed and a percentage of this population responded. Effort was made to ensure at least a 50% response rate of graduates from each program. The results presented here are based on these respondents. It should be noted that the results relate to the respondents' situation at the time of the survey only - approximately six months after graduation.

The report is written following the format of the survey questionnaire. Each question is listed with the results following. Wherever relevant, historical data from the previous year is provided for comparison. Also provided for comparative purposes are the results from the Non-Visible Minority graduates. Appendix A contains a list of references and Appendix B is a copy of the survey questionnaire.

OBJECTIVE

DEFINITION OF VISIBLE MINORITY

SCOPE

PROCEDURE

RESPONSE

REPORT FORMAT

ENROLMENT - RESPONSE

Visible Minority student participation at SIAST is monitored by the SIAST Education Equity Program. The Visible Minority student population has been monitored for two years. Students are requested to identify themselves as being a member of a Visible Minority when they register for their program of study.

ENROLMENT For the 1995-96 Academic year, 1% of students enrolled at SIAST for on campus certificate and diploma programs regarded themselves as members of a Visible Minority. Kelsey Campus had the highest concentration of Visible Minority students with 2%. Woodland Campus had the lowest with less than 1% of the student population. Compared to 1995, Visible Minority enrolment has increased at all four campuses.

Table 1: Visible Minority Enrolment as a Percentage of Total Enrolment

	1996 Total Enrolment #	1996 Visible Minority Enrolment #	1996 Visible Minority Enrolment %	1995 Visible Minority Enrolment %
Kelsey Campus	1339	27	2.0	1.5
Palliser Campus	1727	28	1.6	0.5
Wascana Campus	1628	24	1.5	1.2
Woodland Campus	953	2	0.2	0.0
Total	5647	81	1.4	0.8

RESPONSE The 1996 Graduate Employment Survey was distributed to graduates from both on campus and off campus programs. There were a possible 2,531 on campus graduates. 1,634 responded for a total on campus response rate of 65%. Of the 1,634 respondents, 67 indicated they were members of a Visible Minority resulting in a 4% Visible Minority response rate. Kelsey campus had the highest proportion of Visible Minority respondents with 5% of all Kelsey respondents members of a Visible Minority. Table 2 shows all of the response rates.

Table 2: Visible Minority Response

	1996 Total Response #	1996 Visible Minority Response #	1996 Visible Minority Response %	1995 Visible Minority Response %
Kelsey Campus	435	21	4.8	8.9
Palliser Campus	420	12	2.9	3.6
Wascana Campus	543	24	4.4	2.2
Woodland Campus	236	10	4.2	8.2
Total	1634	67	4.1	5.4

The following pie chart illustrates the breakdown of the 67 responding Visible Minority graduates in terms of which campus they graduated from. Over two-thirds of the Visible Minority graduates responding to the survey came from Kelsey and Wascana campuses.

Figure 1: Visible Minority Graduates Responding by Campus (n=67)

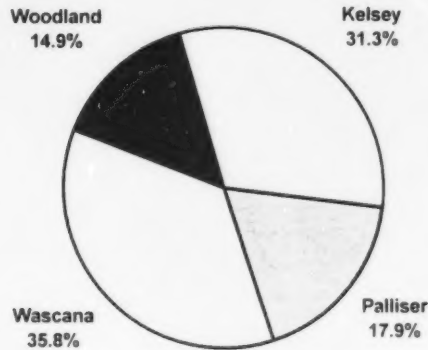
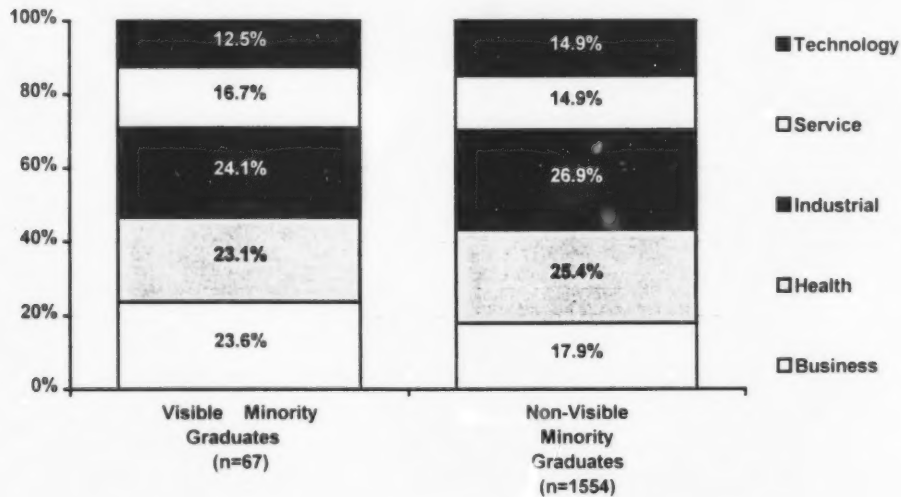


Figure 2 illustrates the distribution of Visible and Non-Visible Minority respondents by Division. The distribution of Visible Minority graduates closely follows the distribution for Non-Visible Minority graduates. Visible Minority students were present in all divisions.

Figure 2: Graduates Responding by Division



PROGRAM INFORMATION

QUESTION 1 What is the name of the program you graduated from?

QUESTION 2 What SIAST Campus did you attend?

PROGRAM OF STUDY

Graduates were asked to indicate the name of the program and the campus they attended. Table 3 lists the number of Visible Minority respondents in each program categorized by campus and division. The program with the highest number of Visible Minority respondents was the Office Education program offered at Wascana Campus (5 respondents).

Table 3: Visible Minority Graduates Responding by Program

Campus	Division	Program Name	Visible Minority Respondents
Kelsey	Health	Diploma Nursing	3
		Medical Laboratory Technology	1
	Industrial	Automotive Service Technician	1
		Heavy Equipment Mechanics	2
		Industrial Electronics Technician	2
		Power Engineering	1
		Parts Management Technician	1
		Refrigeration and Air Conditioning	1
	Service	Early Childhood Development Certificate	1
		Home Care/Special Care Aide	2
		Hotel and Restaurant Administration	1
		Recreation and Leisure Diploma	1
		Rehabilitation Worker Certificate	1
		Retail Meat Cutting	1
	Technology	CAD/CAM Engineering Technology	2
	Total		21
Palliser	Business	Administration	2
		Marketing	2
	Industrial	Auto Body Technician	1
		Advanced Video Systems	1
		Welding	1
	Technology	Architectural Engineering Technology	1
		Computer Engineering Technology	1
		Electrical Engineering Technology	2
	Total		12
Wascana	Business	Office Education	5
	Health	Dental Assisting	2
		Diploma Nursing	2
		Emergency Medical Technician	3
		Home-Based Nursing - RN and RPN	1
		Operating Room Nursing & Techniques - RN	2
		Practical Nursing	1
		Psychiatric Nursing	2
	Industrial	Auto Body Technician	1
		Automotive Service Technician	1
		Building Systems Operator	1
		Welding	2
	Technology	Drafting Technician	1
	Total		24

Woodland	Business	Business Administration: Accountant	1
		Computer Clerk	2
	Industrial	Audiovisual Technician I	1
		Carpenter	1
		Micro-Electronics Technician	1
		Outdoor Power Equipment Technician	1
	Service	Cosmetologist	2
		Professional Cook	1
	Total		10
Total		67	

QUESTION 3 Which of the following best describes your reason for completing this program?

Graduates were asked for the primary reason for completing their program of study. Sixty-seven Visible Minority graduates answered this question. As Table 4 indicates, 54% stated *Employment in this Field* as the reason; 22% indicated a *Change of Career*; 13% said it was *Update of Job Skills*, and 10% had *Other Reasons*. The distribution for Non-Visible Minority graduates follows a similar pattern. Compared to last year, a larger portion of Visible Minority graduates indicated *Employment in this Field*.

REASON COMPLETED PROGRAM

Table 4: Reasons for Completing Program

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates	
	#	%	#	%	#	%
Update of Job Skills	247	16.0	9	13.4		22.6
Change of Career	315	20.4	15	22.4		26.2
Employment in this Field	883	57.2	36	53.7		38.1
Other Reasons	100	6.5	7	10.4		13.1
Total	1545	100.0	67	100.0		100.0

QUESTION 4 Did the training program meet your expectations?

Almost 90% of Visible Minority graduates responding, (60 of 67) indicated the training program had met their expectations. This percentage compares with 92% of Non-Visible Minority graduates (1,420 of 1,536) who said the program had met their expectations.

PROGRAM MET EXPECTATIONS

QUESTION 5 Can you rate the overall quality of the training you received on the following scale: Excellent, Very Good, Good, Poor, Very Poor ?

Graduates were asked to rate the overall quality of the training they had received on a scale from *Excellent* to *Very Poor*. Both Visible and Non-Visible Minority graduates continued to rate their program highly. As can be seen in Table 5, 13% of Visible Minority graduates and 19% of Non-Visible Minority graduates rated their program *Excellent*. Almost 63% of Visible Minority graduates said *Very Good* or *Excellent*. This compares with over 72% of Non-Visible Minority graduates.

TRAINING QUALITY

Table 5: Overall Quality of Training

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Excellent	288	18.6	9	13.4	24.1
Very Good	836	54.0	33	49.3	41.0
Good	390	25.1	23	34.3	31.3
Poor	30	1.9	2	3.0	3.6
Very Poor	6	0.4	0	0.0	0.0
Total	1552	100.0	67	100.0	100.0

EMPLOYMENT INFORMATION

QUESTION 6 How many employment opportunities have you applied for since completing your training program?

Graduates were asked to indicate the number of employment opportunities they had applied for since completing their program. The average number of opportunities Visible Minority graduates applied for was 18. In comparison, for Non-Visible Minority graduates this number was 16. The previous year had Visible Minority graduates applying on average for 22 opportunities and Non-Visible Minority graduates applying on average for 20.

An additional statistic not subject to extreme values is the median. In 1996, the median for Visible Minority graduates and for Non-Visible Minority graduates was 5. Last year, the median was 10 for Visible Minority graduates and 6 for Non-Visible Minority graduates. What this means is over 50% of Visible Minority respondents said they applied for 5 or less opportunities.

APPLICATIONS

QUESTION 7 How many employment interviews have you had?

Graduates were asked for the actual number of interviews they participated in. The average number for Visible and Non-Visible Minority graduates was 3.

INTERVIEWS

QUESTION 8 Are you presently employed?

Statistics Canada defines the Employment Rate as the Employed to Population ratio. Of the 67 Visible Minority respondents to this question, 57 indicated that they were working (85%) either full time, part time or casual. Of the 1,552 Non-Visible Minority graduates responding, 83% indicated they were working.

Statistics Canada defines the Labor Force as those Employed and Unemployed, excluding those who are not looking for work (Not In the Labor Force). Using the Labor Force statistics, the Labor Force Employment Rate for Visible Minority graduates is 92%. For Non-Visible Minority graduates, the Labor Force Employment Rate is 91%. Table 6 summarizes this information.

WORKING STATUS

Table 6: Working Status

	1996 Non-Visible Minority Graduates	1996 Visible Minority Graduates	1995 Visible Minority Graduates
Employed (working)	1288	57	60
Not Employed (not working)	266	10	24
Unemployed (looking for work)	132	5	18
Labor Force (employed + unemployed)	1418	62	78
Total Population (responses)	1552	67	84
Employment Rate (employed / responses)	82.9	85.1	71.4
Labor Force Employment Rate (empl. / labor force)	90.7	91.9	76.9

QUESTION 9 What is your current primary job title?

QUESTION 10 What is the company name of your employer?

JOB TITLE and EMPLOYER The survey questionnaire asked graduates to indicate their job title and the name of the employer they were working for. The following table lists the job title and employer name by campus and by program name alphabetically for Visible Minority graduates.

Table 7: Job Title and Employer (Visible Minority Respondents Only)

Campus	Program Name	Job Title	Employer
Kelsey	Diploma Nursing	Nurse	City Hospital
		Registered Nurse	Lynn's Care Home
	Early Childhood Development Cert.	Teacher Assistant	Catholic School Board
	Home Care/Special Care Aide	Nurse's Aide	Sunnyside Nursing Home
		Scheduling Coordinator	Saskatoon Home Care
	Hotel and Restaurant Administration	Waiter	McDonald's Restaurant
	Medical Laboratory Technology	Lab Researcher	Royal University Hospital
	Recreation and Leisure Diploma	Life Guard Instructor	City of Saskatoon
	Retail Meat Cutting	Meat Cutter	L&L Meatcutting
	Rehabilitation Worker Certificate	Registered Massage Therapist	Lyman's Mobile Massage
			Therapist
	Automotive Service Technician	Cook's Assistant	Coast Prince Rupert Hotel
	CAD/CAM Engineering Technology	Engineering Tech.	Flexi-coil Ltd.
		Draftsperson	Swinnerton Consulting
	Heavy Equipment Mechanics	Heavy Duty Mechanic	Norm's Excav. & Hvy Duty Mech.
		Apprentice Mechanic	Redcoat Trail School Div #69
	Industrial Electronics Technician	Shipper Receiver	Danka
		Cab Driver	United Cabs Ltd.
	Parts Management Technician	Cab Driver	United Cabs Ltd.
	Refrigeration and Air Conditioning	Refrigeration Mechanic	Climb and Controls
Palliser	Administration	Traffic Assist	STV
		Assistant Manager	ASTRAL Photo
	Arch. Engineering Technology	Junior Structural Technol.	JC Training and Engineering
	Computer Engineering Technology	Technical Analyst	Technology Mgt. Corporation
	Electrical Engineering Technology	Technical Representative	Magna IV Ltd.
		Administrator	Transcanada Pipelines
	Electronics Engineering Technology	Trucking/Switching Tech	SaskTel
	Auto Body Technician	Autobody & Car Cleaning	Caribou Auto Body
	Advanced Video Systems	Electronic Test Tech.	Astex
	Welding	Welder	Hank's Maintenance
Wascana	Dental Assisting	Dental Assistant	Northgate Dental Clinic
		Certified Dental Assistant	Dental Clinic
	Diploma Nursing	Registered Nurse	Total Care
	Emergency Medical Technician	EMT	
		Dispatcher	MD Ambulance Care Ltd.
	Home-Based Nursing - RN and RPN	General Duty Nurse	Parkland Lodge
	Op. Rm. Nursing & Techniques - RN	Operating Room Nurse	Pasqua Hospital
	Practical Nursing	LPN	Wascana Rehabilitation Centre
	Psychiatric Nursing	Reg. Psychiatric Nurse	Manitoba Government
	Office Education	Typist Clerk 2	Regina Health District
		Supervisor	Dairy Queen
		Business Representative	SaskTel
		Bank Teller	CIBC
		Data Entry Clerk	Central Data Services
	Auto Body Technician	Autobody Technician	Matrax
	Automotive Service Technician	Caregiver	Pioneer Village Nursing Home
	Building Systems Operator	Maintenance Personnel	Broadwalk Equity Inc
	Welding	Welder	Brandt Industries
		Welder	Carson Welding & Maintenance
	Drafting Technician	Cook	Kentucky Fried Chicken
Woodland	Business Administration: Accountant	Bookkeeper	Nipawin Motor Inn
	Computer Clerk	Legal Stenographer	Zatlyn Holash Law office

Campus	Program Name	Job Title	Employer
		Office Secretary	Chamber of Commerce
	Audiovisual Technician I	Entrepreneur	TK's Place
	Cosmetologist	Hair Designer	DJ's Coiffures
		Hairdresser	Regess Hair Stylist
	Carpenter	Apprentice Carpenter	Dominion Construction
	Outdoor Power Equip. Technician	Snowmobile Technician	Dale Tingley Chrysler

QUESTION 11 Can you tell me the city or town closest to where you work?

Table 8 compares the responses between Visible and Non-Visible Minority graduates for their location of employment. For both groups, the two largest urban centers in the province (Regina and Saskatoon) account for most of the graduates' location of employment.

EMPLOYMENT LOCATION

Table 8: Location of Employment

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Regina	352	27.4	17	30.4	20.0
Saskatoon	317	24.7	17	30.4	41.7
Prince Albert	113	8.8	6	10.7	11.7
Moose Jaw	57	4.4	1	1.8	6.7
Other Saskatchewan	357	27.8	12	21.4	18.2
Other Province	84	6.5	2	3.6	0.0
Other Country	4	0.3	1	1.8	1.7
Total	1284	100.0	56	100.0	100.0

QUESTION 12 Is your location of employment on an Indian reservation?

Of the 57 employed Visible Minority respondents, none indicated they were employed on an Indian reservation.

QUESTION 13 Is your employer an: Aboriginal organization, Aboriginal owned business, Aboriginal operated business or a Government agency whose prime focus is Aboriginal people, None of these?

All of the 55 Visible Minority respondents indicated their employer was none of the above selections.

ABORIGINAL EMPLOYER

QUESTION 14 Can you tell me your monthly or hourly salary before deductions?

The question provided a means to answer in either an hourly or a monthly salary figure. In the analysis, the data was filtered to include only those respondents **employed full time in a training related occupation** and converted into a monthly figure. This was done to allow comparison with previous years. Self employed respondents working full time in a training related occupation were also included. The mean Visible Minority salary was lower than the Non-Visible Minority salary. Table 9 compares the salaries for Visible Minority and Non-Visible Minority graduates.

SALARY

Table 9: Full Time Training Related Monthly Salary Comparison

	1996 Non-Visible Minority Graduates \$	1996 Visible Minority Graduates \$	1995 Visible Minority Graduates \$
Minimum	800	803	800
Maximum	6300	3000	3500
Mean	1755	1574	1690
Median	1575	1463	1600

QUESTION 15 On average, how many hours per week do you work in total? Is it: Less than 30 hours , 30 hours or more?

**FULL TIME/
PART TIME**

By answering *Less than 30 hours* the respondent was indicating part time employment. If *30 hours or more* was selected the respondent was working full time. Table 10 compares the Visible Minority response to the Non-Visible Minority response. Of the 56 employed Visible Minority respondents, 82% indicated they were full time employed. This percentage is higher than the Non-Visible Minority where 79% indicated full time employment and about the same as last year's Visible Minority Full Time percentage.

Table 10: Full Time / Part Time Employment

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
More than 30 Hours per week (Full Time)	1010	79.0	46	82.1	81.7
Less than 30 Hours per week (Part Time)	269	21.0	10	17.9	18.3
Total	1279	100.0	56	100.0	100.0

QUESTION 16 How many jobs do you currently hold?

JOBS HELD

For this question, there was no distinction between the type of jobs held. Respondents could be full time employed, part time employed, or any combination of the two. The average number of jobs Visible and Non-Visible Minority graduates held was 1.

QUESTION 17 Are you Self Employed?

SELF EMPLOYED

Of the 57 Visible Minority graduates, 18% indicated they were self employed. Nine percent of the 1,281 Non-Visible Minority graduates indicated they were self employed.

QUESTION 18 Is this self employment Full Time or Part Time?

Three of the ten self employed Visible Minority respondents indicated they were self employed on a full time basis. Six indicated part time self employment. One gave no indication.

**SELF
EMPLOYED
FULL TIME
PART TIME**

QUESTION 19 Which of the following reasons best describes why you are self employed: Wish to have own business, Family responsibilities, Can work and continue training, No other jobs available, Other reasons?

For Visible Minority graduates the most popular reason for becoming self employed was *No other jobs available*. For Non-Visible Minority graduates it was *Wish to have own business*. Table 11 lists the reasons for being self employed for both Visible Minority and Non-Visible Minority graduates.

**REASON
SELF
EMPLOYED**

Table 11: Reasons for Being Self Employed

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates	
	#	%	#	%	#	%
Wish to have own business	47	45.2	2	22.2		42.9
Family responsibilities	11	10.6	1	11.1		28.6
Can work and continue training	11	10.6	1	11.1		0.0
No other jobs available	9	8.7	3	33.3		14.3
Other reasons	26	25.0	2	22.2		14.3
Total	104	100.0	9	100.0		100.0

QUESTION 20 Is your present or primary job directly related to the education and training you received in your program?

Of the 57 Visible Minority graduates who found employment, 74% responded that the work they are doing now is directly related to the training they received (i.e. requiring all or some of the skills gained in their training program). This percentage compares slightly lower than the percentage of Non-Visible Minority graduates, which was 79%.

**TRAINING
RELATED
EMPLOYMENT**

QUESTION 21 How many weeks after completing your program was it before you got your first training related job offer?

On average, the Visible Minority graduate took slightly longer to find a training related job than the Non-Visible Minority graduates. For the Visible Minority graduate, 9 weeks passed on average before they received their first training related job offer. For Non-Visible Minority graduates, 8 weeks passed on average.

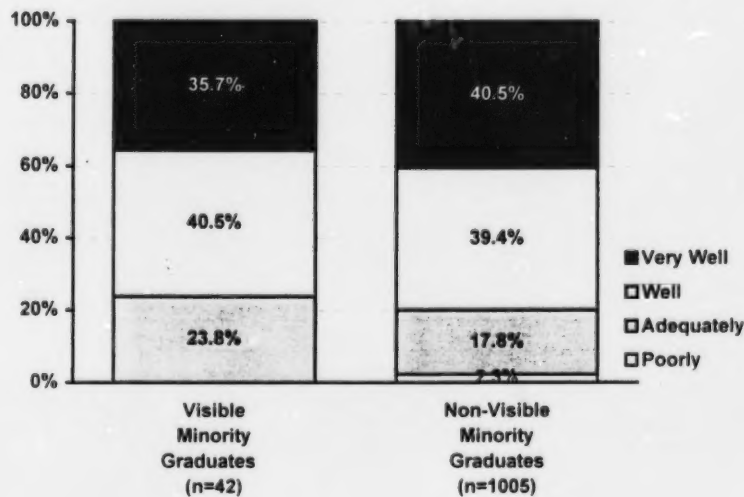
**WEEKS BEFORE
FIRST TRAINING
RELATED JOB
OFFER**

QUESTION 22 On the following scale, how well did the training program prepare you for a job in a related field: Very Well, Well, Adequately, Poorly?

**PROGRAM
PREPARATION
FOR TRAINING
RELATED JOB**

Of 42 employed, Visible Minority respondents, 36% said *Very Well*, 41% indicated *Well* and 24% said *Adequately* when asked how well the training program prepared them for a training related job. Seventy-six percent of employed, Visible Minority respondents indicated that the training program prepared them for a job in a related field *Well* or *Very Well*. This is lower than Non-Visible Minority graduates where 80% of employed respondents indicated *Well* or *Very Well* yet relatively high. Figure 3 illustrates the two groups.

Figure 3: Training Related Job Preparation



QUESTION 23 Which reason best describes why your work or job is not related to your program: No longer interested in this field, No jobs available, Not qualified for related jobs, or Other reasons?

**REASON JOB
NOT TRAINING
RELATED**

When presented with a list of reasons employment was not training related, most Visible Minority graduates indicated *No Jobs Available* (64%). This reason was also the most popular for the Non-Visible Minority. Table 12 lists all of the reasons for both groups.

Table 12: Reasons Why Work or Job Not Training Related

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
No longer interested in this field	8	3.2	0	0.0	9.1
Not qualified for related job	19	7.5	1	7.1	0.0
No jobs available	128	50.6	9	64.3	90.9
Other reasons	98	38.7	4	26.7	0.0
Total	253	100.0	14	100.0	100.0

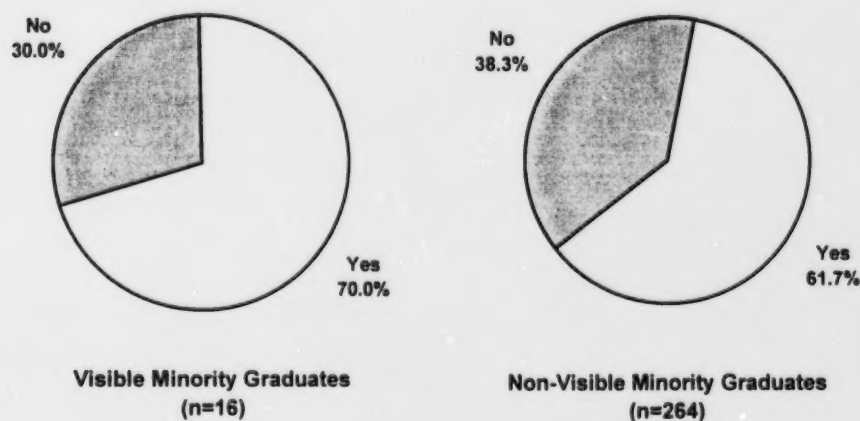
NOT EMPLOYED

QUESTION 24 Have you worked at all since completing your training program?

For Visible Minority graduates, 70% of unemployed respondents indicated they had worked at some time since completing their program. For Non-Visible Minority graduates, the percentage is 62%. Figure 4 compares the two groups.

WORKED AT ALL

Figure 4: Worked at All



QUESTION 25 Was this work directly related to the education and training you received in your program?

Of the unemployed respondents who indicated they had worked at some time, 83% of Visible Minority respondents indicated the work was not training related. Of the Non-Visible Minority respondents, only 36% indicated the work was not directly related to their training. Table 17 illustrates these numbers.

PREVIOUS WORK DIRECTLY RELATED

Table 17: Previous Work Directly Related to Training

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		* 1995 Visible Minority Graduates
	#	%	#	%	%
Yes	104	64.2	1	16.7	na
No	58	35.8	5	83.3	na
Total	162	100.0	6	100.0	na

* Note: New question to survey therefore no historical data available.

QUESTION 26 Was this Full Time or Part Time employment?

Data for this question was not available.

QUESTION 27 Are you scheduled to return to work in the future?

SCHEDULED TO RETURN TO WORK

Graduates not working were asked if they were scheduled to return to work. Thirty-three percent of Visible Minority graduates and 47% of Non-Visible Minority graduates indicated they were scheduled to return to work. Table 14 illustrates these numbers and shows a similar trend from 1995 for Visible Minority graduates.

Table 14: Scheduled to Return To Work

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Yes	72	46.5	2	33.3	33.3
No	83	53.5	4	66.7	66.7
Total	155	100.0	6	100.0	100.0

QUESTION 28 Are you actively looking for work?

Table 15 illustrates the responses to the question of whether the non-working graduates were looking for work or not. More Visible Minority graduates responding indicated they were not looking for work than Non-Visible Minority graduates. Compared to last year, the percentage of graduates Not Looking for Work increased.

Table 15: Non-working Respondents Looking or Not Looking for Work

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Looking for work	132	53.0	5	62.5	75.0
Not looking for work	117	47.0	3	37.5	25.0
Total	249	100.0	8	100.0	100.0

UNEMPLOYED or NOT IN THE LABOR FORCE

This question distinguishes non-working respondents into 2 groups. One group is those respondents who are **looking for work** and is classified as **Unemployed**. The other group is those respondents who are **not actively looking for work** and is classified as **Not In The Labor Force**. Using Statistics Canada definitions, the Labor Force is defined as those people Employed and those people Unemployed (i.e. actively looking for work). The Unemployment Rate is the ratio of those Unemployed to the Labor Force. The Unemployment Rate for Visible Minority graduates is 8.1%. For Non-Visible Minority graduates the Unemployment rate is 9.3%. Table 16 illustrates the Unemployment Rate for Visible Minority and Non-Visible Minority graduates.

Table 16: Unemployment Rate

	1996 Non-Visible Minority Graduates	1996 Visible Minority Graduates	1995 Visible Minority Graduates
Employed	1286	57	60
Unemployed (looking for work)	132	5	18
Labor Force (employed + unemployed)	1418	62	78
Unemployment Rate (unemployed/labor force)	9.3	8.1	23.1

QUESTION 29 Which of the following best describes the reason you have been unsuccessful in finding a job: Employment is seasonal, Require further training, No jobs in desired location, Not enough experience, No jobs available at all, or Other reasons?

For Non-Visible Minority graduates the most common reason given for being unemployed was *Not enough experience*. For Visible Minority graduates the reasons for being unemployed were evenly distributed. Table 17 lists all the reasons and percentages for both groups.

**REASON
UNEMPLOYED**

Table 17: Reasons Unsuccessful in Finding a Job

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates	
	#	%	#	%	#	%
Employment is seasonal	18	13.7	1	20.0		0.0
Require further training	12	9.2	0	0.0		0.0
No jobs in desired location	19	14.5	1	20.0		16.7
Not enough experience	34	26.0	1	20.0		38.9
No jobs available at all	32	24.4	1	20.0		38.9
Other reasons	16	12.2	1	20.0		5.6
Total	131	100.0	5	100.0		100.0

QUESTION 30 Which of the following best describes your reason for not looking for work: Returned to school, Family responsibilities, Health/Disability, Given up looking, or Other reasons?

Table 18 shows Visible Minority graduates had three different reasons for not being in the labor force. Non-Visible Minority graduates chose *Returned to school* the most often.

**REASON NOT IN
LABOR FORCE**

Table 18: Reasons Not Looking for Work

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates	
	#	%	#	%	#	%
Returned to school	70	63.1	1	33.3		83.3
Family responsibilities	12	10.8	0	0.0		0.0
Health/Disability	7	6.3	1	33.3		16.7
Given up looking	3	2.7	0	0.0		0.0
Other reasons	19	17.1	1	33.3		0.0
Total	111	100.0	3	100.0		100.0

EDUCATION

QUESTION 31 Are you enrolled in any education or training program at present?

**IN ANY
EDUCATION
NOW**

Twenty percent of 66 Visible Minority respondents indicated enrollment in a program. Seventeen percent of 1,552 Non-Visible Minority respondents indicated they were enrolled in an education or training program. Visible Minority graduates were more likely to be enrolled in an education or training program than Non-Visible Minority graduates.

QUESTION 32 Which of the following best describes what type of program it is: Further training in the same SIAST program, Other SIAST program, A University program, Another post-secondary program, or Some other program?

**EDUCATION
TYPE**

Forty-six percent of Visible Minority graduates enrolled in a program indicated a SIAST program. This compares with 52% of Non-Visible Minority graduates. Last year, 50% of Visible Minority graduates indicated enrolment in a SIAST program. Table 19 lists the types of programs enrolled in for Visible and Non-Visible Minority graduates.

Table 19: Type of Program Currently Enrolled In

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Same SIAST program	87	32.6	3	23.1	42.9
Other SIAST program	51	19.1	3	23.1	7.1
University program	52	19.5	3	23.1	21.4
Other post-secondary program	24	9.0	1	7.7	28.6
Other program	53	19.9	3	23.1	0.0
Total	267	100.0	13	100.0	100.0

QUESTION 33 What is the name of this program?

The following table alphabetically lists the names of the programs Visible Minority graduates indicated they were enrolled in. Note that there may be more than one graduate in a particular program.

Table 20: Program Names Visible Minority Graduates Currently Enrolled In

Program Name	
Apprentice Welder	Heritage Language Certificate Program
Autobody Apprentice	Orthopedic Massage Therapy
B. Nursing	Post Registered Nurse
Commercial Pilot	Registered Nurse
Computer Classes	Special Care Aide
Electronics Service Technician	Teacher Assistant

DEMOGRAPHICS

QUESTION 34 Gender

The proportion of male to female Visible Minority graduates has slightly reversed the predominantly female ratio last year. The split is opposite the split for Non-Visible Minority graduates. There are more female Non-Visible Minority graduates than males, yet there are more male Visible Minority graduates than females. Table 21 illustrates these numbers.

GENDER

Table 21: Gender Distribution

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Male	725	46.7	34	50.7	47.6
Female	829	53.3	33	49.3	52.4
Total	1554	100.0	67	100.0	100.0

QUESTION 35 How old were you last June 30?

On average, Visible Minority graduates are older than Non-Visible Minority graduates. Table 22 illustrates the minimum, maximum and mean (average) age of respondents, as well as the distribution of ages in categories. The average age for Visible Minority graduates was 28.5 years. For Non-Visible Minority graduates it was 25.7 years.

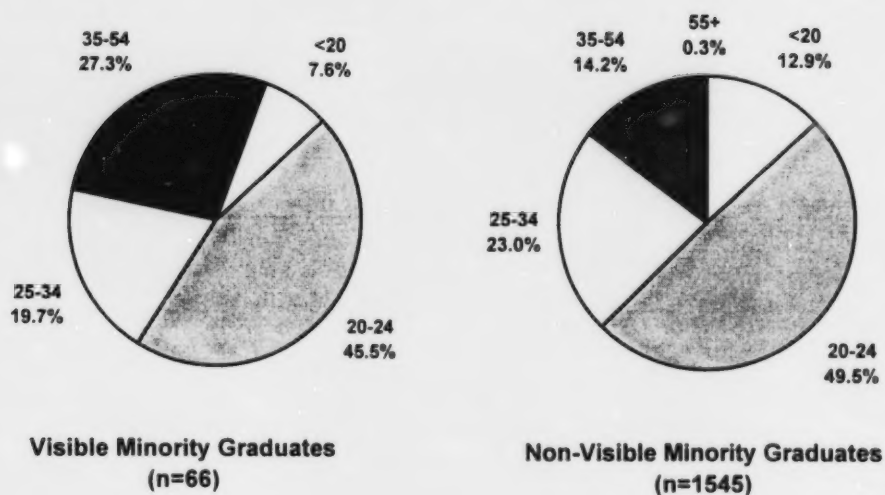
AGE

Table 22: Age Distribution

	1996 Non-Visible Minority Graduates		1996 Visible Minority Graduates		1995 Visible Minority Graduates
	#	%	#	%	%
Minimum age	17		17		18
Maximum age	59		50		52
Mean age (average)	25.7		28.5		27.8
Less than 20 years of age	200	12.9	5	7.6	15.5
20 - 24 years of age	765	49.5	30	45.5	28.6
25 - 34 years of age	356	23.0	13	19.7	34.5
35 - 54 years of age	220	14.2	18	27.3	21.4
55 years of age and older	4	0.3	0	0.0	0.0
Total	1545	100.0	66	100.0	100.0

Figure 5 illustrates the difference in age distribution between Visible and Non-Visible Minority graduates. The proportion of young Visible Minority graduates is less than the proportion of young Non-Visible Minority graduates. Only 53% of Visible Minority graduates were under 25 compared with 62% of Non-Visible Minority graduates. The proportion of older Visible Minority graduates is more than the proportion of older Non-Visible Minority graduates. Slightly over 27% of Visible Minority graduates were over 35 as compared with only 14% of Non-Visible Minority graduates. This distribution confirms the difference in average ages.

Figure 5: Age Distribution



QUESTION 36 Are you of Aboriginal ancestry?

QUESTION 37 Do you consider yourself: Status/Treaty Indian, Metis, Non-Status Indian, or Inuit?

ABORIGINAL ANCESTRY

The design of the survey questionnaire was intended not to have any Aboriginal respondents indicate they were members of a Visible Minority. This was done because the definition of Visible minority clearly excludes people of Aboriginal ancestry.

QUESTION 38 Do you consider yourself a member of a visible minority?

VISIBLE MINORITY

This question is the key identifier in splitting the data into either Visible or Non-Visible Minority respondents. Of the 1,634 graduates responding, 67 indicated they were member of a visible minority (4%).

QUESTION 39 Do you consider yourself Disabled?

DISABLED

Of the 67 Visible Minority graduates responding, 4 indicated they were Disabled (6%). Of the 1,551 Non-Visible Minority graduates responding, 39 indicated they were Disabled (3%).

CONCLUSION

By looking at the results of this survey, the following general statements regarding the Visible Minority graduates can be made:

- present at all campuses and in all divisions;
- felt their training program had met their expectations and rated their training high;
- applied on average for slightly more employment opportunities than Non-Visible Minority graduates;
- had higher employment and lower unemployment rates than Non-Visible Minority graduates;
- worked primarily in Regina or Saskatoon;
- earned on average a lower full time training related monthly salary than Non-Visible Minority graduates;
- more likely to be full time employed than Non-Visible Minority graduates.
- more likely to be self employed than Non-Visible Minority graduates;
- of those not working, more likely to have worked at all than Non-Visible Minority graduates; and,
- were older on average than the Non-Visible Minority graduates.

Compared to last year, the Visible Minority graduates improved in the following areas:

- greater presence at the campuses;
- lower average number of employment opportunities applied for;
- higher employment rates;
- higher percentage employed full time;
- lower unemployment rates;
- higher percentage self employed;
- higher percentage in training related employment; and,
- higher percentage scheduled to return to work.

APPENDIX A - REFERENCES

Saskatchewan Education, Training and Employment (SETE) and Saskatchewan Institute of Applied Science and Technology (SIASST). Employment Statistics Report, 1995 Graduate Employment Survey, May 1996.

Saskatchewan Education, Training and Employment (SETE) and Saskatchewan Institute of Applied Science and Technology (SIASST). Employment Statistics Report, 1996 Graduate Employment Survey, May 1997.

Saskatchewan Institute of Applied Science and Technology. Saskatchewan Institute of Applied Science and Technology Education Equity Program Annual Monitoring Report, September 1996.

Saskatchewan Institute of Applied Science and Technology. SIASST Education Equity Program Annual Monitoring Report, September 1997.

Statistics Canada. Guide to the Labour Force Survey, January 1997.

APPENDIX B - SURVEY QUESTIONNAIRE



**1996 GRADUATE
EMPLOYMENT SURVEY**



SIAST
SIAST ASSOCIATION OF
SIAST SIAST ASSOCIATION

Information from the survey of SIAST graduates is used in a number of reports that provide valuable information to people in education, government, the private sector and the general public. Please take a few minutes to answer the questions which apply to your present situation. Your cooperation is voluntary and the information you provide will not be used in any way that can identify you.

PROGRAM INFORMATION

Q1. What is the name of the program you graduated from? _____

Q2. What SIAST business did you attend? ☐ Kilday ☐ Polster ☐ U. S. SIAST ☐ U. S. SIAST

Q3. Which of the following best describes your reason for completing the program?

- ☐ (Change of job skills)
- ☐ (Change of career)
- ☐ (Employment in this field)
- ☐ (Other reason (specify) _____)

Q4. Did the training program meet your expectations? ☐ Yes ☐ No

Q5. Can you rate the overall quality of the training you received on the following scale?

Very Poor ☐ Poor ☐ Fair ☐ Good ☐ Excellent

EMPLOYMENT INFORMATION

Q6. How many employment opportunities have you applied for since completing your training program? _____

Q7. How many employment opportunities have you had? _____

Q8. Are you presently employed? ☐ Yes ☐ No (GO TO Q38)

Q9. What is your current primary job title? (e.g. Chief Clerk, Clerk, Typist) _____

Q10. What is the company name of your primary employer? _____

Q11. What is the location of your primary employer?

- ☐ Region ☐ Private Address
- ☐ Location ☐ Major Job
- ☐ Other (specify location or name (specify) _____)
- ☐ Other (specify location or name (specify) _____)
- ☐ Other (specify location or name (specify) _____)

- 1 -

Q12. Is your location of employment an on-site location? ☐ Yes ☐ No

Q13. Is your employer?

- ☐ An Aboriginal organization
- ☐ An Aboriginal owned business
- ☐ An Aboriginal owned business
- ☐ A government agency where other local or Aboriginal people
- ☐ None of these

Q14. What is your MONTHLY or WEEKLY salary before deductions? \$ _____ monthly/weekly (specify which one)

Q15. On average, how many hours per week do you work in total? ☐ less than 30 hours ☐ 30 hours or more

Q16. How many different jobs do you currently hold? _____

Q17. Are you self-employed? ☐ Yes ☐ No (GO TO Q39)

Q18. Is this self-employment Full Time or Part Time? ☐ Full time ☐ Part time

Q19. Which of the following reasons best describes why you are self-employed?

- ☐ Work in home based business
- ☐ Family responsibility
- ☐ Can work and continue training
- ☐ No other jobs available
- ☐ Other reasons (specify) _____

Q20. Is your present or primary job directly related to the education and training you received in your program? ☐ Yes ☐ No (GO TO Q23)

Q21. How many weeks after completing your program was it before you got your first training related job offer? _____

Q22. Please rate how well the training program prepared you for a job in a related field?

Poorly ☐ Adequately ☐ Well ☐ Very Well

(GO TO Q31)

Q23. Which reason best describes why your work or job is not related to your program?

- ☐ No longer interested in this field
- ☐ Not qualified for related jobs
- ☐ No jobs available
- ☐ Other reasons (specify) _____

(GO TO Q31)

- 2 -

NOT EMPLOYED

Q24. Have you worked at all since completing your training program? ☐ Yes ☐ No (GO TO Q28)

Q25. Was this work directly related to the education and training you received in your program? ☐ Yes ☐ No

Q26. Was it Full Time or Part Time employment? ☐ Full time ☐ Part time

Q27. Are you scheduled to return to work in the future? ☐ Yes ☐ No

Q28. Are you currently looking for work? ☐ Yes ☐ No (GO TO Q29)

Q29. Which of the following best describes the reason you have been unsuccessful in finding a job?

- ☐ Employment is seasonal
- ☐ Employer facilities closing
- ☐ No jobs in desired location
- ☐ Not enough experience
- ☐ No jobs available at all
- ☐ Other reasons (specify) _____

(GO TO Q31)

Q30. Which of the following best describes your reason for not looking for work?

- ☐ Returned to school
- ☐ Family responsibilities
- ☐ Health/Disability
- ☐ Overlap looking
- ☐ Other reasons (specify) _____

EDUCATION

Q31. Are you enrolled in any education or training program at present? ☐ Yes ☐ No (GO TO Q34)

Q32. Which of the following best describes what type of program it is?

- ☐ Further training for other START program
- ☐ Another START program
- ☐ A university program
- ☐ Another post-secondary program
- ☐ Some other program

Q33. What is the name of this program? _____

- 3 -

DEMOGRAPHICS

Q34. Gender? ☐ Male ☐ Female

Q35. How old were you on June 30th, 1996? _____

Q36. Are you of Aboriginal ancestry? ☐ Yes ☐ No (GO TO Q38)

Q37. Do you consider yourself?

- ☐ Indian/First Nations Indian
- ☐ Métis
- ☐ Non-Indian Indian
- ☐ Inuit

(GO TO Q38)

Q38. Do you consider yourself a member of a visible minority? ☐ Yes ☐ No

(Definition of visible minority: non-group or persons, with the exception of aboriginal people, that a visible characteristic from the majority or a descent or the basis of race, religion, age, ethnic origin or other visible)

Q39. Do you consider yourself disabled? ☐ Yes ☐ No

(Definition of disabled: non persons with an ongoing physical, mental, psychiatric, learning or sensory condition that is caused in whole or in part by birth defect or illness)

Q40. Please indicate any comments you may have

Thank you for completing this questionnaire.
Please return it in the envelope provided as soon as possible.

- 4 -